

Federal Human Capital Survey 2002

Risk Management Agency

Participation Level of Agency Sample

344 of 480 random sample (71.7% participation) - RMA

FFAS Overall Survey - Positive Responses

FFAS-(55.8) RMA-(54.6) FAS-(58.0) FSA-(54.8)

	= organizational strengths = greater than 65% Positive Responses				
	= improvement opportunities = less than 50% Positive Responses or greater than 35% Negative Responses				
RMA - Federal Human Capital Survey 2002		Positive Responses	Neutral Responses	Negative Responses	Bold numbers = USDA total
STRATEGIC ALIGNMENT					
1	In my work unit, human capital management strategies are targeted to achieve the agency's missions and objectives.	63.1	16.4	20.5	
	RMA	55.8	20.6	23.7	
2	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	65.8	15.0	21.3	
	RMA	57.8	17.4	24.8	
3	Products & services in my work unit are improved based on customer/ public input.	52.5	22.2	25.2	
	RMA	53.7	25.4	20.9	
4	I am kept informed about changes in personnel policies and employee benefits.	72.3	11.4	16.3	
	RMA	61.1	17.3	21.6	
5	I know how my work relates to the agency's missions and goals.	88.6	5.8	5.6	
	RMA	86.7	8.3	5.1	
6	Information collected on my work unit's performance is used to improve my work unit's performance.	48.8	23.8	27.4	
	RMA	44.1	29.5	26.4	
STRATEGIC COMPETENCIES (TALENT)					
7	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	67.8	13.5	18.7	
	RMA	64.7	16.0	19.3	
8	The skill level in my work unit has improved in the past year.	57.5	21.4	21.1	
	RMA	57.3	21.4	21.3	
9	My supervisor supports my need to balance work and family issues.	82.2	8.9	8.9	
	RMA	81.5	10.3	8.3	
10	My workload is reasonable.	60.7	10.8	28.5	
	RMA	65.7	12.8	21.6	
11	My talents are used well in the workplace.	62.8	12.7	24.5	
	RMA	57.9	18.2	23.9	
12	This is a friendly place to work.	72.4	13.5	14.1	
	RMA	65.8	21.0	13.2	
13	I recommend my organization as a good place to work.	62.1	19.2	18.7	
	RMA	53.5	25.5	21.0	
14	I have sufficient resources (for example, people, materials, budget, etc.) to get my job done.	47.6	13.8	38.6	
	RMA	54.6	15.7	29.7	
15	My work unit is able to recruit people with the right skills.	37.9	25.5	36.7	
	RMA	36.2	29.2	34.6	
16	Selections for promotions in my work unit are based on merit.	36.1	26.8	37.1	
	RMA	31.5	30.1	38.3	
LEADERSHIP					
17	Supervisors/team leaders in my work unit provide employees with the opportunity to demonstrate their leadership skills.	58.8	20.2	21.0	
	RMA	54.6	20.6	24.8	
18	Supervisors/team leaders in my work unit encourage my development at work.	62.3	18.0	19.7	
	RMA	58.2	23.3	18.4	
19	The work I do is important.	91.0	6.2	2.8	
	RMA	84.0	12.0	4.0	
20	In my organization, leaders generate high levels of motivation and commitment in the workforce.	33.4	27.1	39.5	
	RMA	28.3	28.4	43.4	
21	Employees have a feeling of personal empowerment and ownership of work processes.	39.4	25.8	34.8	
	RMA	33.0	24.4	42.6	
22	Supervisors/team leaders are receptive to change.	49.2	23.5	27.3	
	RMA	48.6	23.5	27.9	
23	I hold my organization's leaders in high regard.	42.1	30.0	27.9	
	RMA	33.4	32.4	34.2	
24	My organization's leaders maintain high standards of honesty and integrity.	48.3	25.8	25.9	
	RMA	39.1	29.0	31.9	
25	Complaints, disputes or grievances are resolved fairly in my work unit.	43.1	29.2	27.7	
	RMA	33.4	29.1	37.6	

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26	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	48.5	24.3	27.2	
	RMA	39.0	26.1	34.9	
27	I can disclose a suspected violation of law, rule or regulation without fear of reprisal.	54.8	23.5	21.7	
	RMA	48.1	27.8	24.1	
28	I know what the Merit System Principles are.	74.7	10.0	15.3	
	RMA	73.4	8.9	17.7	
29	I know what the Prohibited Personnel Practices are.	84.7	6.6	8.7	
	RMA	80.1	10.6	9.3	
30	I know what to do if I believe that a Prohibited Personnel Practice has been committed.	71.1	12.4	16.5	
	RMA	61.3	18.6	20.1	
PERFORMANCE CULTURE					
31	Awards in my work unit depend on how well employees perform their jobs.	44.3	20.1	35.6	
	RMA	44.5	20.1	35.4	
32	High-performing employees in my work unit are recognized or rewarded on a timely basis.	38.4	23.2	38.5	
	RMA	40.5	21.6	37.9	
33	Employees are rewarded for providing high quality products and services to customers.	41.3	25.8	32.9	
	RMA	41.2	23.3	35.5	
34	Creativity and innovation are rewarded.	36.0	28.0	36.0	
	RMA	36.7	24.7	38.6	
35	My performance appraisal is a fair reflection of my performance.	63.7	17.3	19.0	
	RMA	62.1	19.0	18.9	
36	Our organization's awards program provides me with an incentive to do my best.	26.5	27.1	46.4	
	RMA	24.2	26.9	48.9	
37	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	25.0	26.1	48.9	
	RMA	16.3	27.8	56.0	
38	I believe my organization can perform its function as effectively as any private sector provider.	63.2	15.4	21.4	
	RMA	73.0	13.6	13.5	
39	I am held accountable for achieving results.	81.3	12.4	6.3	
	RMA	75.1	17.4	7.5	
40	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	66.7	13.9	19.4	
	RMA	75.1	12.4	12.4	
41	Discussions with my supervisor/team leader about my performance are worthwhile.	61.1	19.4	19.4	
	RMA	54.0	23.0	23.0	
42	Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.	61.5	22.6	15.9	
	RMA	56.6	26.1	17.3	
43	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	71.1	18.9	10.0	
	RMA	65.5	21.2	13.4	
44	Managers/supervisors/team leaders work well with employees of different backgrounds.	68.2	19.8	12.0	
	RMA	61.6	21.2	17.2	
LEARNING (KNOWLEDGE MANAGEMENT)					
45	Employees have electronic access to learning and training programs readily available at their desk.	64.7	16.7	18.6	
	RMA	89.2	4.1	6.7	
46	My training needs are assessed.	53.9	21.0	25.1	
	RMA	50.8	25.0	24.2	
47	Employees are willing to be retrained and moved to other positions in the organization.	42.9	34.8	22.3	
	RMA	35.6	33.3	31.1	
48	I receive the training I need to perform my job.	62.5	18.3	19.1	
	RMA	59.3	22.0	18.7	
49	Employees in my work unit share their knowledge with each other.	73.5	13.0	13.5	
	RMA	71.7	13.1	15.2	
50	Managers promote communication among different work units (for example, about projects, goals, needed resources).	53.1	19.3	27.6	
	RMA	48.9	21.5	29.6	

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PERSONAL EXPERIENCES									
51	The people I work with cooperate to get the job done.		80.1	10.5	9.3				
		RMA	76.6	13.5	9.9				
52	I am given a real opportunity to improve my skills in my organization.		59.6	21.9	18.5				
		RMA	55.6	24.4	20.0				
53	I have enough information to do my job well.		71.4	16.2	12.4				
		RMA	68.3	17.1	14.5				
54	I feel encouraged to come up with new and better ways of doing things.		57.3	21.6	21.1				
		RMA	54.3	24.8	20.9				
55	My job makes good use of my skills and abilities.		64.5	15.2	20.3				
		RMA	56.5	22.6	20.9				
56	My work gives me a feeling of personal accomplishment.		71.5	15.3	13.2				
		RMA	62.1	21.8	16.1				
57	I like the kind of work I do.		84.0	11.2	4.9				
		RMA	72.8	17.0	10.2				
58	How do you rate the amount of pay you get on your job?		53.6	30.7	15.7				
		RMA	72.7	22.5	4.7				
59	How do you rate your total benefits program?		65.0	25.7	9.3				
		RMA	76.8	20.9	2.3				
60	Overall, how good a job do you feel is being done by your immediate supervisor/team leader?		63.4	22.8	13.8				
		RMA	59.9	24.2	15.9				
61	How would you rate the overall quality of work done by your work group?		80.3	16.7	3.0				
		RMA	82.2	14.5	3.3				
62	How would you rate your organization as an organization to work for compared to other organizations?		51.5	33.3	15.2				
		RMA	43.6	42.1	14.3				
JOB SATISFACTION									
63	How satisfied are you with your involvement in decisions that affect your work?		53.3	24.6	22.0				
		RMA	53.0	23.7	23.3				
64	How satisfied are you with the information you receive from management on what's going on in your organization?		43.4	25.3	31.3				
		RMA	37.7	28.1	34.2				
65	How satisfied are you with the recognition you receive for doing a good job?		44.3	26.6	29.1				
		RMA	45.9	24.6	29.5				
66	How satisfied are you with your opportunity to get a better job in your organization?		36.4	30.1	33.4				
		RMA	26.6	36.4	37.0				
67	How satisfied are you with the training you receive for your present job?		55.3	24.0	20.7				
		RMA	55.7	25.5	18.8				
68	Considering everything, how satisfied are you with your job?		69.1	18.3	12.5				
		RMA	65.3	19.8	14.9				
69	Considering everything, how would you rate your overall satisfaction in your organization at the present time?		53.4	22.7	23.9				
		RMA	49.8	26.1	24.2				
COMPENSATION AND BENEFITS									
70	Rank the following items in terms of their importance to you:		HIGH	2	3	4	5	LOW	
	Pay		68.2	14.7	1.5	6.9	2.0	6.8	
		RMA	68.0	14.2	1.1	8.4	1.1	7.4	
	Retirement Benefits		16.3	34.4	3.7	28.1	1.8	15.6	
		RMA	19.1	38.3	1.1	26.9	1.0	13.6	
	Life Insurance Benefits		6.9	25.7	6.9	36.3	4.2	20.0	
		RMA	7.0	24.2	5.0	39.2	1.9	22.6	
	Health Insurance Benefits		4.1	18.9	20.9	19.3	9.0	27.8	
		RMA	2.9	17.9	23.7	19.4	6.9	29.2	
	Long Term Care Benefits		1.5	4.4	41.3	5.3	31.1	16.4	
		RMA	0.3	4.0	43.4	3.9	31.8	16.7	
	Paid Time Off (Leave)		3.0	2.0	25.9	4.1	51.9	13.2	
		RMA	2.7	1.4	25.7	2.2	57.3	10.5	
71	How satisfied are you with your pay?		62.5	15.5	22.0				
		RMA	76.8	10.5	12.8				
72	How satisfied are you with retirement benefits?		68.4	18.6	13.1				
		RMA	73.5	17.2	9.3				
73	How satisfied are you with life insurance benefits?		60.2	31.6	8.3				
		RMA	57.6	34.6	7.8				
74	How satisfied are you with health insurance benefits?		51.8	18.2	30.0				
		RMA	54.2	22.5	23.2				
75	How satisfied are you with long term care benefits?		22.0	65.6	12.5				
		RMA	19.4	72.7	7.9				
76	How satisfied are you with paid time off (Leave)?		85.8	10.0	4.2				
		RMA	87.2	9.2	3.6				

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77	Rank the following items in terms of their importance to you:	HIGH	2	3	4	LOW
	Paid Vacation Time	62.9	22.9	8.9	3.0	2.3
	RMA	60.1	27.0	8.5	3.3	1.2
	Paid Leave for Personal Illness	15.6	59.4	18.3	3.8	2.9
	RMA	16.3	57.3	20.6	2.0	3.7
	Paid Leave for Family Illness	11.9	12.6	63.4	5.4	6.8
	RMA	15.4	11.0	62.5	4.0	7.1
	Paid Leave for Childbirth / Adoption	5.0	4.1	8.3	29.7	52.9
	RMA	5.6	4.4	7.6	30.1	52.2
	Paid Leave for Elder Care	4.4	1.1	1.5	58.1	35.0
	RMA	2.6	0.3	0.7	60.5	35.9
78	How satisfied are you with paid vacation time?	91.8	4.9	3.3		
	RMA	93.3	4.7	2.0		
79	How satisfied are you with paid leave for personal illness?	89.0	7.1	3.9		
	RMA	89.2	7.2	3.6		
80	How satisfied are you with paid leave for family illness?	79.1	16.3	4.6		
	RMA	83.1	13.4	3.5		
81	How satisfied are you with paid leave for childbirth / adoption?	43.8	52.5	3.7		
	RMA	39.0	56.9	4.1		
82	How satisfied are you with paid leave for elder care?	49.7	46.2	4.1		
	RMA	49.2	48.6	2.2		
Family Friendly Flexibilities						
83a	How satisfied are you with telework / telecommuting?	26.0	56.6	17.4		
	RMA	21.7	53.3	25.0		
84a	How satisfied are you with alternative work schedules?	75.7	16.6	7.8		
	RMA	84.7	10.4	4.9		
85a	How satisfied are you with child care subsidies?	8.0	81.5	10.5		
	RMA	7.3	83.8	8.9		
86a	How satisfied are you with employee assistance programs?	33.5	59.4	7.0		
	RMA	29.0	63.9	7.1		
87a	How satisfied are you with health and wellness programs?	36.7	47.5	15.8		
	RMA	34.6	52.6	12.9		
88a	How satisfied are you with support groups?	16.7	74.7	8.7		
	RMA	12.4	78.9	8.7		
89a	How satisfied are you with elder care programs?	11.9	81.0	7.1		
	RMA	11.1	84.3	4.7		
83b	How important is telework / telecommuting to you?	33.9	28.3	37.8		
	RMA	38.4	27.3	34.3		
84b	How important is alternative work schedules to you?	75.5	14.9	9.6		
	RMA	80.9	12.7	6.4		
85b	How important is child care subsidies to you?	16.5	15.5	68.0		
	RMA	12.4	15.2	72.4		
86b	How important is employee assistance programs to you?	28.0	33.7	38.3		
	RMA	21.9	36.3	41.8		
87b	How important is health and wellness programs to you?	45.7	29.3	25.0		
	RMA	42.3	28.2	29.5		
88b	How important is support groups to you?	16.7	28.7	54.6		
	RMA	14.7	25.5	59.8		
89b	How important is elder care programs to you?	23.0	29.8	47.2		
	RMA	21.7	30.1	48.2		
83c	Is telework / telecommuting available to you?	29.0	50.2	20.8		
	RMA	22.0	64.4	13.6		
84c	Are alternative work schedules available to you?	83.9	11.4	4.6		
	RMA	95.8	2.7	1.5		
85c	Are child care subsidies available to you?	6.5	40.6	52.9		
	RMA	5.3	37.9	56.8		
86c	Are employee assistance programs available to you?	81.0	3.3	15.7		
	RMA	83.7	1.6	14.7		
87c	Are health and wellness programs available to you?	58.9	17.0	24.1		
	RMA	59.5	13.4	27.1		
88c	Are support groups available to you?	23.4	18.9	57.6		
	RMA	19.7	17.8	62.5		
89c	Are elder care programs available to you?	11.1	21.0	67.9		
	RMA	12.2	16.6	71.2		